

# GROUP I & IA 20 YEAR PLAN

<b>Minimum Service Retirement Qualifications</b>	After the accumulation of 20 years of creditable service or at age 65, whichever occurs first
<b>Creditable Service Percentage for Calculation</b>	2% per eligible year of service for the first 20 years and 1% thereafter up to a maximum of 60%
<b>Salary used for Calculation</b>	Highest consecutive 12 months out of the 5 years immediately preceding retirement
<b>Benefit Payment Structure</b>	Benefit payments are lifetime payments and commence upon retirement at 20 years of creditable service or age 65
<b>ERIP Benefits</b>	Eligible to "drop" 1,2 or 3 whole years after 21, 22, 23 or more years of service and receive a lump sum payment
<b>Vesting Benefits</b>	Calculated as a Service Retirement upon election after 10 and before 20 years of creditable service. Benefit payment commences at age 65
<b>Disability Benefits</b>	Calculated like a Service Retirement based on the actual number of years worked. Special qualifications and Board approval apply. Vesting period for Disability is 10 years.
<b>Employee Contribution Percentage</b>	Effective 1/1/2014 employees will contribute 7% of their eligible wages to their retirement plan with the potential of a future 1% increase on or after 1/1/2015
<b>Non-Employee Contributions</b>	The City of Montgomery contributes to the funding of the System on behalf of the participating employee an amount determined annually by the System actuary. This amount is non-refundable to the employee upon termination of employment.
<b>Refunds Due To Termination</b>	Upon termination of employment the employee is eligible for a refund of their contributions only
<b>Transition Election</b>	Not Applicable
<b>Accumulation of Contributions Balance</b>	Employee's contributions only
<b>Prior Time Buy-Backs</b>	Prior time buy-back eligible